

Solihull MBC

# Gender Pay Gap Report

Data as at 31 March 2021 for  
Reporting Deadline of  
30 March 2022

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## Foreword

Under regulations introduced in 2017 to the Equality Act 2010, public sector organisations with 250 employees or more on the 'snapshot date' (31 March of each year), who are subject to the public duties under the Act, must report on their gender pay gap calculations by 30 March of each year onto the Government website. It is a legal requirement for all relevant employers to publish their gender pay gap statutory calculations on their own website.

Government also recommend that employers publish a supporting narrative to the publication of the statutory gender pay gap information, to help anyone reading the figures to better understand the information and what the employer has done to analyse and close the gap. Publishing supporting narratives and employer action plans are discretionary.

The gender pay gap refers to the difference in average hourly earnings of men and women as a percentage of men's earnings. Addressing the gender pay gap is not about promoting women over men, nor equal pay issues, but it is about ensuring that there is an equal opportunity for women to progress within an organisation, and society as a whole. Using the Office for National Statistics (ONS) data from the Annual Survey of Hours and Earnings (ASHE) provisional results as at October 2020, the median gender pay gap for the UK was 15.5% and the mean 14.6 % which is slightly less than the previous year.

Solihull Council can demonstrate that it pays men and women the same salary for work of equal value following the implementation of the Single Status Agreement in 2000 and uses the nationally negotiated pay spine as the basis for its local grading structure. Grades vary according to the level of responsibility and roles are evaluated through a job evaluation process in accordance with the equality tested National Job Evaluation Schemes.

The Council is committed to the promotion of equality of opportunity and choice for all its employees and ensures that it has a diverse and inclusive workforce that reflects the community it serves. We aim to attract and retain the best talent and appoint to roles based on merit regardless of age, gender, marital status, sexual orientation, disability or religion and belief.

We are committed to providing all employees with flexible working choices, helping them to achieve greater work life integration, reduce stress and enhance productivity.

In line with Government guidance and good practice, each year we produce a narrative report to accompany the statutory publication of the Council's gender pay gap calculations, that sets out the key actions we will take to reduce the gender pay gap and increase the pace of work towards gender balance across the organisation.

We have noted the increase in the GPG for the Solihull borough as a whole where the Mean average stood at 20.4% and Median at 29.9% using ONS statistics as at October 2021. These borough averages exceed the outcome GPG averages for the Council with a Mean average of 14.1% and a Median average of 21.3%. The Council is not complacent in taking actions to reduce the GPG in the organisation and recognises the importance of working with partners and businesses to work collectively on reducing the gender pay gap in the borough.

Page 8 gives a summary of how the Council has progressed on its planned GPG actions up to March 2022.

## Executive Summary

Gender pay gap analysis shows the difference in average pay between all men and women in a workforce, expressed as a percentage of men's earnings. 'Workers' are defined as those who count as 'employees' under the Equality Act 2010.

There are two types of workers for gender pay gap calculations:

- (i) A **Relevant employee** - applies to all employed workers (including Apprentices) in the Council on the snapshot date regardless of hours/reduced hours or patterns of work. Relevant workers are only included in calculations for bonuses and quartile figures.
- (ii) **Full Pay relevant employees** are those workers (including Apprentices) used in the calculations of hourly rates of pay on the snapshot date who received their normal/ordinary contracted pay in March. This is not the same as a full time equivalent post.

Gender pay gap reporting is different to Equal Pay:

### Equal Pay is about:



Pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Men and women are paid equally for the same like work.

### Gender Pay Gap is about



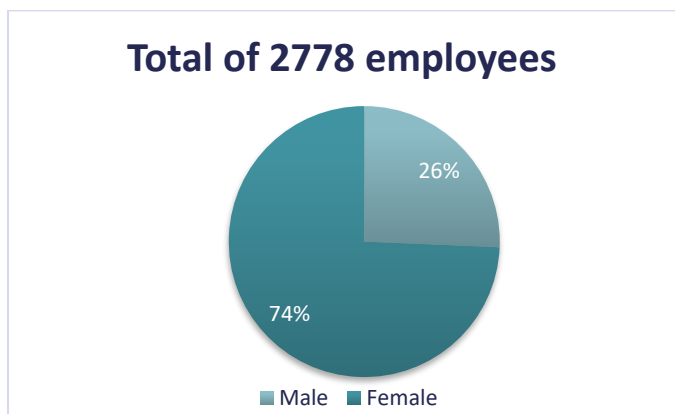
Differences in average hourly pay and bonuses between all men and women in a workforce, expressed as a percentage of men's earnings.

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Local government employs over 1.5 million people, 75% of whom are women. Solihull, like many other public sector organisations, has a similar workforce profile where a large percentage are women.

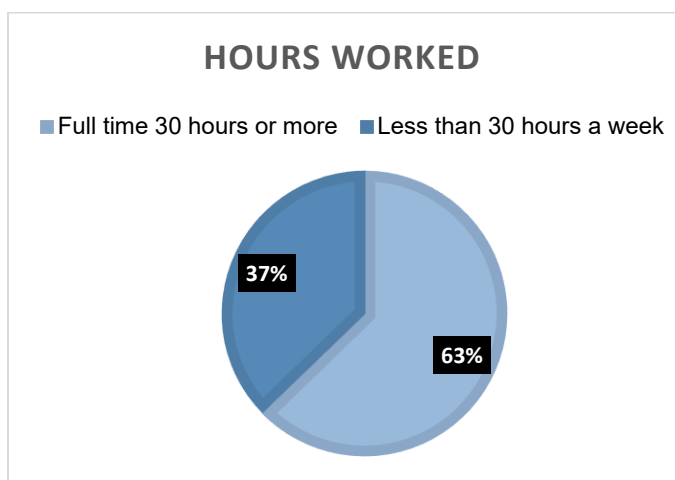
## Solihull Council - Workforce distribution by gender:

Table A:



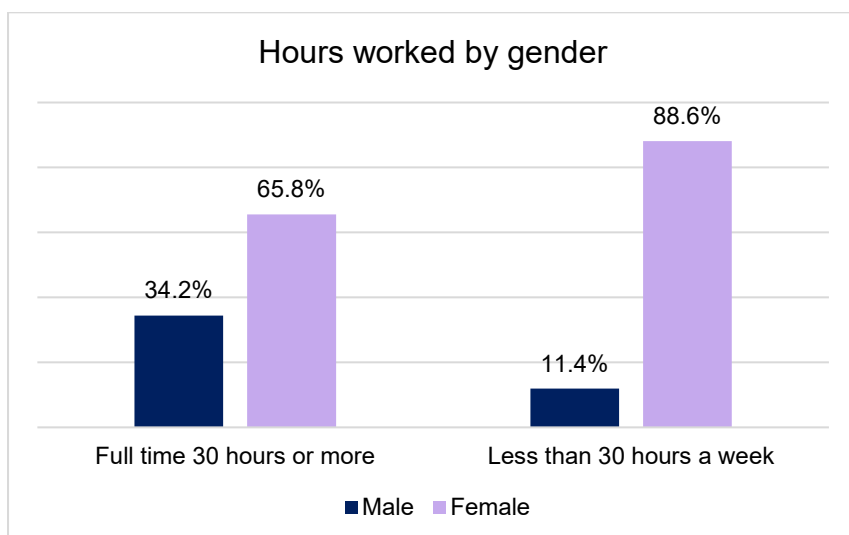
Although the number of employees in the Council has reduced from 2805 to 2778 employees, the gender workforce composition is similar to previous years.

Table B:



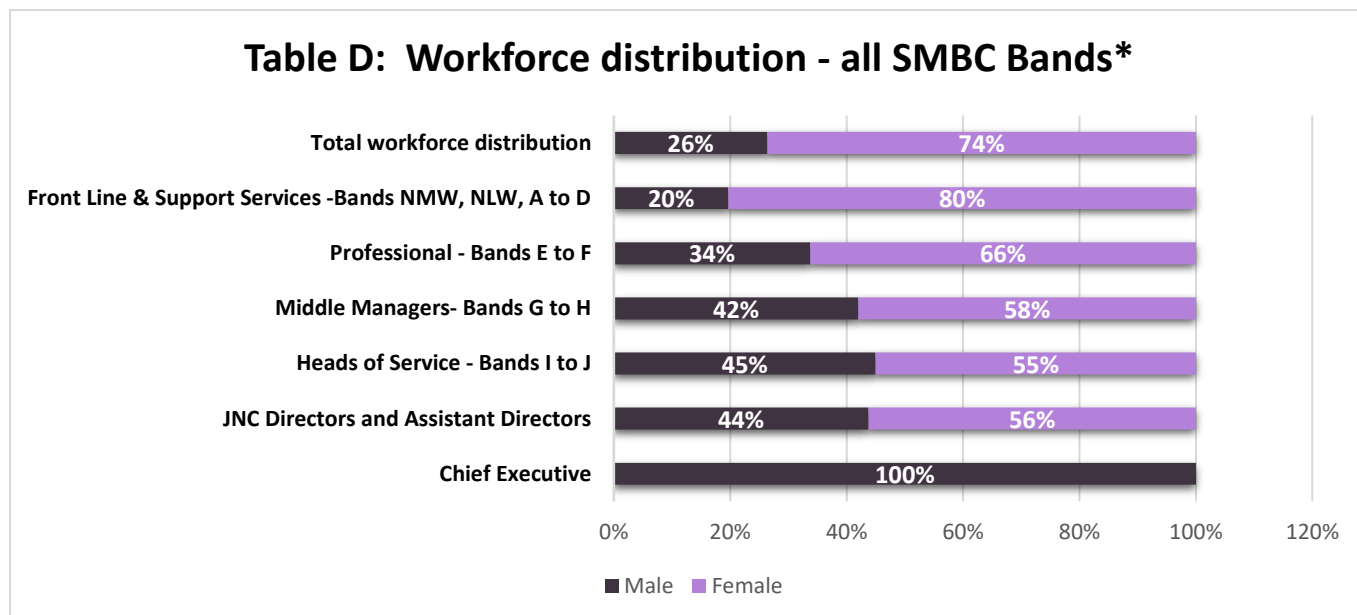
37% of Council employees worked either part-time and/or reduced hours (less than 30 hours per week), compared to the previous year where the split was 39% part time and 61% full time.

Table C:



Women make up 65.8% of those working full-time and 88.6% of those employees working part-time and/or reduced hours.

Table D below shows the workforce distribution as at 31 March 2021 in terms of gender and key job types:



\*Based on 2727 Full Pay Relevant employees on SMBC Job Evaluation Bands and excludes TUPE posts. NMW=National Minimum Wage, NLW=National Living Wage

The table below shows the GPG per Directorate. Further deeper analysis will be undertaken in 2022/23 to examine the differences in hourly pay levels within Directorates.

Directorate	Male employees	Female employees	Hourly pay gap amount £	% Pay gap as at 31 March 2021	% Pay gap as at 31 March 2020
Adult Care and Support	74	382	-0.21	-1.4%	-3.08%
Childrens Services	110	491	1.60	7.9%	9.85%
Economy & Infrastructure	216	328	2.68	15.3%	14.21%
Public Health	25	61	1.04	5.1%	-1.90%
Resources	280	743	4.51	25.0%	23.96%
Resources ex catering	264	367	1.49	8.1%	8.23%

It is noted from the table above that the Public Health Directorate had a shift from a positive gender pay gap figure for females to a negative one. From analysis, due to the small numbers of employees in that directorate, the start date and payroll date of one new employee to that division affected how the hourly pay amount for that month was calculated.

### Female Senior Management Representation

As at 31 March 2021, the Corporate Leadership Team (CLT), led by the Chief Executive remained at six Chief Officers, of which four were women. There were 57 senior leaders employed at the band of Head of Service and above which consisted of 31 females and 26 males.

All senior managers worked full time with the exception of one female working less than 30 hours a week.

Analysis of gender pay gap data for senior leaders at Band I and above (excluding the Chief Executive hourly rate) shows a gender pay gap in favour of women by 2.77% which was equivalent to an extra £1.11 hourly rate when compared with their male counterparts.

## Statutory Gender Pay Gap Calculations as at 31 March 2021

Measures We Report On:

There are six calculations we are required to report on from the Gender Pay Gap Regulations:

<b>Mean gender pay gap</b>	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
<b>Median gender pay gap</b>	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
<b>Mean bonus gap</b>	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
<b>Median bonus gap</b>	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
<b>Bonus proportions</b>	The proportions of male and female relevant employees who were paid a bonus pay during the relevant period.
<b>Quartile pay bands</b>	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The **mean**, commonly known as the average, is calculated for the gender pay gap when you add up the hourly rates of all male full pay relevant employees and divide the figure by the number of male employees and then do the same for female full pay relevant employees. Once this is completed you compare the two average hourly rates. The mean gender pay gap is the percentage difference between average male pay and female pay. For example, if the mean hourly rate for a male is £10 and the mean hourly rate of a female is £8, then the gender pay gap amount is £2 less or 20%. So for every £100 earned by a man, a woman would only earn £80.

The **median** is the figure that falls in the middle of a range when male then females hourly rates are lined up from smallest to largest. The **median** gap is the difference between the employee in the middle of the male hourly rate and the middle employee in the range of female hourly rate. The figure is then expressed, in GPG reporting terms as a %.

### The Six Statutory Gender Pay Gap Calculations for Solihull Council:

Calculations 1-4		Snapshot date			
		As at 31 March 2021	As at 31 March 2020	As at 31 March 2019	Difference from 31 March 20 results
1.	Mean average gender pay gap in hourly pay	14.1%	13.5%	15.2%	Up by 0.6%
2.	Median average gender pay gap in hourly pay	21.3%	20.3%	25.1%	Up by 1%
3.	Difference in mean bonus payments	30.3%	29.0%	23.0%	Up by 1.3%
4.	Difference in median bonus payments	30.7%	33.5%	19.4%	Down by 2.8%

We have compared the Council’s gender pay gap results for the mean and median hourly pay to the Office of National Statistics (ONS) - Annual Survey of Hours and Earnings (ASHE) provisional earnings data for October 2021 for jobs in the United Kingdom in the table below:

Description	Mean	Median
<b>United Kingdom:</b>	<b>14.9</b>	<b>15.4</b>
Non-profit body or mutual association	18.0	20.8
Private sector	17.8	19.6
Public sector	14.8	18.0
<b>England*</b>	<b>15.9</b>	<b>16.2</b>
<b>West Midlands</b>	<b>16.0</b>	<b>15.9</b>
Non-profit body or mutual association	21.0	21.2
Private sector	18.4	19.9
<b>Public sector</b>	<b>15.2</b>	<b>20.8</b>
<b>Solihull Borough*</b>	<b>20.4</b>	<b>29.9</b>
<b>Solihull Council**</b>	<b>14.1</b>	<b>21.3</b>

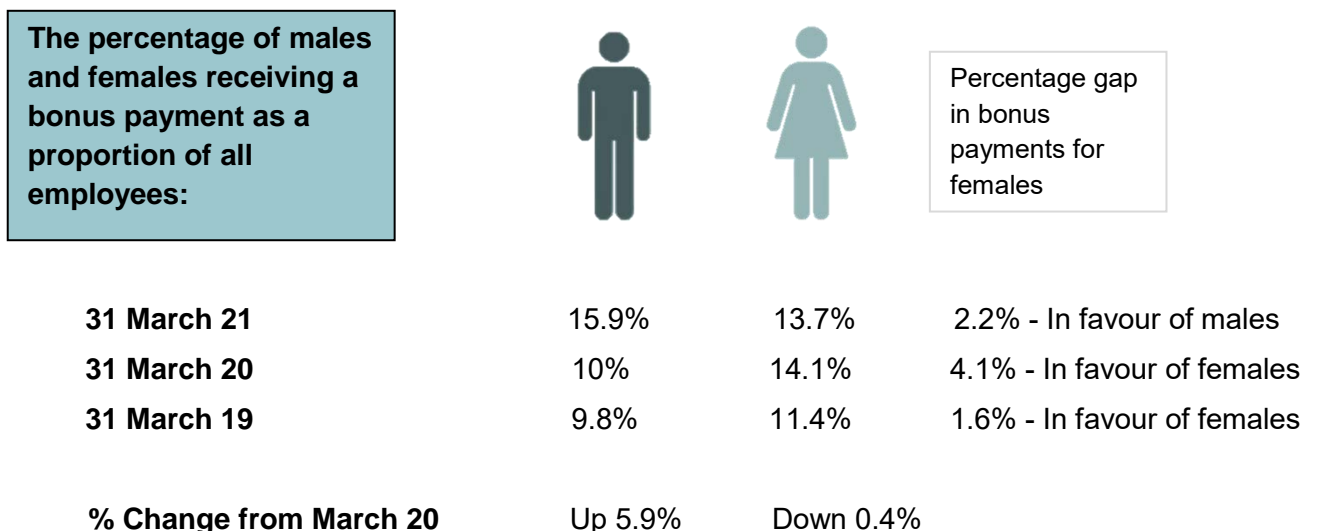
**Source:** ONS. ASHE October 2021. \*ONS estimates based on the location where people work and not where they live.  
**\*\*** Solihull Council figures.

In terms of the Mean GPG in the table above, the Council’s figure fairs favourably in the West Midlands and nationally when compared with the Mean average GPG of the borough and other listed sectors such as the public and private sector. The Median average GPG for the Council is also below the Median average for the borough but slightly higher than the public sector in the West Midlands.

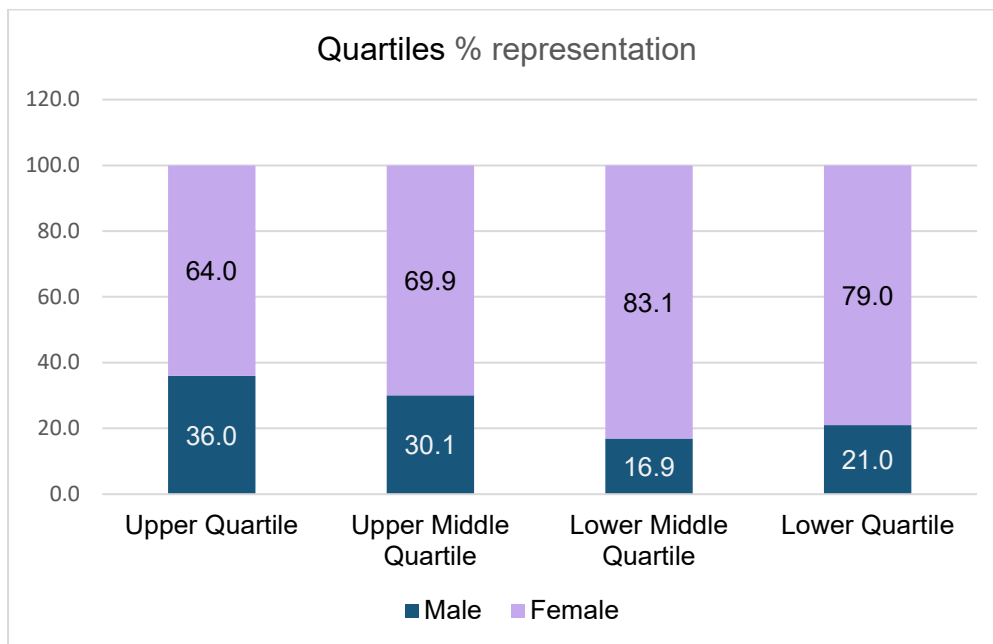
### Calculation 5 - Bonus Proportions:

In terms of the public sector, bonus pay means any payment that is in the form of money or vouchers that relates to productivity, performance, incentive or commission. In Solihull Council this covers one-off performance payments and long service awards.

Annual incremental values are not included as a bonus despite being performance related but are factored into ordinary pay. As such, the bonus pay calculations do not provide a full picture of performance related payments.



## Calculation 6 -The Proportion of Full Pay Males and Females in Each Quartile Pay Band



The table below compares the quartiles for last four years statutory reporting on the gender pay gap. It shows that there is a steady but slow increase in the representation of females in the upper quartile and a decrease in the lower quartile.

Quartile	31 March 2021		31 March 2020		31 March 2019		31 March 2018	
	%		%		%		%	
	Male	Female	Male	Female	Male	Female	Male	Female
Upper earnings	36.0	64.0	36.4	63.6	37.6	62.4	39.5	60.5
Upper middle earnings	30.1	69.9	29.5	70.5	29.6	70.4	27.8	72.2
Lower middle earnings	16.9	83.1	19.8	80.2	19.7	80.3	15.4	84.6
Lower earnings	21.0	79.0	19.4	80.7	18.3	81.7	18.5	81.5



## Progress against the Corporate Gender Pay Gap Action Plan to March 22

Activity	Due By	Lead Officer	Outcomes	Findings/What difference has this made	
<b>General understanding on the GPG</b>					
1	Raise the awareness across the Council on the gender pay gap and the Council's actions to reduce the gap, by providing messages through internal media such as Core Briefs, Latest News, staff briefing sessions and Directorate equality and diversity forums etc.	Ongoing	Head of Equality & Diversity	Completed. Now will remain as an ongoing action as part of business as usual.	Has communicated to all staff the Council's commitment to be an inclusive employer and its actions to work to a level playing field, treating everyone fairly and where work opportunities and talent is respected and we benefit from a diverse talent pool.
2	Engage further with Council's employees and unions to gain a better insight into the issues related to gender equality and occupational segregation in the Council.	April 2021	Head of Equality & Diversity	Completed. Now will remain as an ongoing action as part of business as usual.	We have conducted staff engagement workshops and also discussions with unions on the gender pay gap. This has provided the Council with a greater insight into the issues that affect gender pay and the progression of gender balance in the workplace, for instance, working from home/hybrid working has been received very positively and encouraged better work life balance. Engaging with employees and unions has resulted in identifying further actions we need to take that are likely to improve recruitment and progression of women in the Council and reduce the gender pay gap.
3	Examine the level of female returners to work after maternity leave, etc. to identify ways to maximise the retention of female staff in the Council.	March 2021	HR Policy Team	This action has been deferred whilst the Council is undertaking a transition of its ICT system services to Oracle Cloud to enable this information to be	

				captured and analysed.	
<b>Partnership working</b>					
4	Work with the Leadership Commission of the West Midlands Combined Authority (WMCA) to implement in the Council appropriate actions or initiatives to address any issues that prevent women securing middle and senior managers' positions.	October 2021	Head of Equality & Diversity	Currently put on hold by the West Midlands Combined Authority.	
5	Work with other local authorities and other partners to identify best practice in reducing the gender pay gap and creating opportunities for women to progress into senior leadership roles in service areas where women or men are underrepresented.	October 2021	Head of Equality & Diversity	Ongoing. Now will remain as an ongoing action as part of business as usual.	Comparative work has taken place on best practice in retaining women in the workplace and progression, especially in light of working practices from the pandemic and the role of women as carers. Also as the gender pay gap widens dramatically after women have children we have looked at ways we could be promote messaging on men and women sharing childcare more equally. Other areas of work discussed included offering all jobs as having flexible working options, such as part-time work, remote working, job sharing or compressed hours. This will encourage more women to apply for jobs.
<b>Recruitment and Selection</b>					
6	Monitor on a 6 monthly basis, the timely completion of the Council's mandatory Recruitment and Selection Training (which includes considerations around gender equality) for all managerial staff so that the Council's workforce remains appropriately trained.	Ongoing	HR Resourcing & Development Manager	An ongoing 6 monthly action as part of business as usual.	<p>We have found that where staff have not completed mandatory training they will not be permitted to undertake recruitment.</p> <p>Where staff have not completed their mandatory training, this will also impact negatively on their overall end of year performance rating.</p> <p>We have identified an action to target managers to ensure that all staff keep up to date with their mandatory training as a key essential in the way in which officers' work.</p>

7	Tailor a 6 monthly report to monitor the progression routes of women and men in the Council applying for or receiving promotion	April 2021	Head of Equality & Diversity	This action has been deferred whilst the Council is undertaking a transition of its ICT system services to Oracle Cloud to enable this information to be captured and analysed	
<b>Flexible working and Well Being</b>					
8	Continue to actively promote the full range of flexible and agile working opportunities to all existing staff through all appropriate media that enables both women and men to have the opportunity to progress in their chosen careers.	Ongoing	HR Business Managers and HR Wellbeing Lead	Completed. Now will remain as an ongoing action as part of business as usual.	The policies on flexible working and hybrid working have been reviewed and updated and promoted to all staff via Core Brief, Managers bulletins and shared emails across the organisation to all staff.
9	Take positive steps to understand the take up and possible barriers to men taking up paternity leave.	March 2021	HR Policy Team	This action is still ongoing. There has been a number of staff consultation sessions on gender issues in the workplace that will continue.	
<b>Workforce activity</b>					
10	Review the distribution of performance ratings at a directorate level between men and women in the Council on an annual basis	October 2021	Head of Equality & Diversity	Completed. Now will remain as an ongoing action as part of business as usual.	No evidence of disparities by gender in the way performance ratings are awarded.  Provides confidence and transparency across the Council that our decisions on performance ratings are objective and evidence-based.

11	Monitor exit interview data and identify any trends to understand if one gender is leaving for common reasons compared to the other employees.	January 2022	Head of Equality & Diversity	Completed. Now will remain as an ongoing action as part of business as usual.	Exit interview take up has been low across the organisation but this is not dissimilar to neighbouring Council's where take up on Exit Interviews is low. We will review our Exit Interview process to look at what more can be done to encourage people leaving the organisation to complete exit interviews. We know from our evaluation of leaving reasons, the data has not revealed any trends based on gender discrimination.
<b>Training and Development</b>					
12	Monitor the take-up of mandatory E&D training to all staff on 6 monthly basis in order to minimise the risks of discrimination, inappropriate behaviours and unconscious bias occurrences in the workplace.	Ongoing	Head of Equality & Diversity	Completed. Now will remain as an ongoing action as part of business as usual	Where staff have not completed their mandatory training, this will impact negatively on their overall end of year performance rating.  We have identified an action to target managers and staff to keep up to date with their mandatory training as a key essential in the way in which officers' work and how we operate in a fair, equal, diverse and open way, with dignity and respect for others.
13	Measure the take up of the new strategy for coaching and mentoring advice to support employees by gender.	October 2021	HR Resourcing & Development Manager	This is still ongoing in line with the roll out of the strategy.	The roll out of the strategy and mentoring opportunities across the Council has started. Take up in terms of women has been positive but as the roll out is completed we will measure employee data on take up.

## New Gender Pay Gap Action Plan to March 2023

	Activity	Due By End of	Lead Officer
1	Target messages to managers and staff to ensure mandatory training on Equality and Diversity and Recruitment and Selection is completed and up to date.	April 2022	Head of Equality & Diversity
2	Measure the take up of the new strategy for coaching and mentoring advice to support employees by gender.	June 2022	HR Resourcing & Development Manager
3	Recruitment – Provide additional guidance to staff on selection panels to have a mix of men and women on their panels wherever possible.	June 2022	Head of Equality & Diversity
4	Take positive steps to understand the take up and possible barriers to men taking up paternity leave from consultations with staff.	October 2022	HR Policy Team
5	Review the Council's Exit Interview process to encourage greater take up by leavers as a positive step to reduce staff turnover and understand deeper reasons why people are leaving and understanding the workplace culture.	October 2022	HR Policy Team
6	Recruitment – Evaluate recruitment data over the past 12 months to determine whether we need to develop targets or positive action measures to increase female representation into leadership or job roles across the Council	October 2022	Head of Equality & Diversity
7	Examine the level of female returners to work after maternity leave, etc. to identify ways to maximise the retention of female staff in the Council.	December 2022	HR Policy Team
8	Recruitment - Engage with new staff appointments by gender over the last 12 months on their recruitment experience and time working in the Council.	December 2022	Human Resources
9	Tailor a 6 monthly report to monitor the progression routes of women and men in the Council applying for or receiving promotion	December 2022	Head of Equality & Diversity
10	Recruitment - Engage with new staff appointments by gender over the last 12 months on their recruitment experience and time working in the Council.	December 2022	Human Resources